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APPENDIX A

DEFINITIONS OF TERMS

Definitions for physical requirements are taken from The Revised Handbook for Analyzing Iobs published by the United States Department of Labor, Employment and Training Administration in 1991.

Sedentary Work:

Exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs are Sedentary if walking or standing are required only occasionally, and all other Sedentary criteria are met.

Light Work:

Exerting up to 10 pounds of force frequently, or a negligible amount of force constantly to move objects. Physical demand requirements are in excess of Sedentary Work. Even though the weight lifted may be a negligible amount, a job should be rated Light Work; (1) when it requires walking or standing to a significant degree, or (2) when the job requires working at a production rate pace entailing the constant pushing or pulling of materials even though the weight of those materials is negligible.

Medium Work:

Exerting 20 to 50 pounds of force occasionally, or 10 to 25 pounds of force frequently, or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of Light Work.

Heavy Work:

Exerting 50 to 100 pounds of force occasionally, or 25 to 50 pounds of force frequently, or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of Medium Work.

Very Heavy Work:

Exerting in excess of 100 pounds of force occasionally, or in excess of 50 pounds of force frequently, or in excess of 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of Heavy Work.

Standing: remaining on one's feet in an upright position at a work station without

moving about

Walking: moving about on foot

Sitting: remaining in a seated position

Lifting: raising or lowering an object from one level to another (includes upward

pulling)

Carrying: Transporting an object, usually holding it in the hands or arms or on the

shoulder

Pushing: Exerting force upon an object so that the object moves away from the force

(includes slapping, striking, kicking, and treadle action)

Pulling: Exerting force upon an object so that the object moves towards the force

(includes jerking)

Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles and the

like, using feet and legs or hands and arms

Balancing: Maintaining body equilibrium to prevent falling when walking, standing

crouching or running on narrow, slippery or erratically moving surfaces

Stooping: Bending body downward and forward by bending spine at waist, requiring

full use of lower extremities and back muscles

Kneeling: Bending legs at the knees to come to rest on knee or knees

Crouching: Bending body downward and forward by bending legs and spine

Crawling: Moving about on hands and knees or hands and feet

Reaching: Extending hand(s) and arm(s) in any direction

Hand

Height: The height at which the worker accomplishes the majority of elements in the

task.

Fixture

Height: The height at which the worker works when operating a machine or other

fixture

Flexion/Extension:

Shoulder: Slight Flex:

moving the arm away from the body from 10 to 45 degrees

Flex:

moving the arm away from the body from 46 to 180 degrees

(includes reaching overhead)

Elbow:

Slight Flex:

bending the arm at the elbow from 10 to 45 degrees

Flex:

bending the are at the elbow from 46 to 180 degrees

Wrist:

Flex:

bending the wrist downward

Extension:

bending the wrist upward

Deviation:

bending the wrist from side to side

Essential

Function:

Any element of the task that must be completed by the worker without

assistance and without modification. If a worker is unable to perform an

Essential Function he is unable to complete his required job duties.

APPENDIX B

Position Title: A Line Operator

Description: The A-Une Sub Assembly Operator, is responsible for assembling the component parts for the front seats of trucke Operators will work at one of as many as 15 different tasks along the assembly line. Operators will use a variety of hand and power tools including preumatic wrenches and screwdilvers, and will operate a variety of machines including fluctures and power assist lifts. Operators rotate to a different station group the line each day.

Essential Functions:

- Lifting up to 12 pounds frequently

 Standing constantly
 Use of hands and arms constantly
 Ability to discriminate colors and textures

Strength Requirements

Weight in counts	Never	Occasional 1-33 %	Frequent 34 e 66 %	Constant 67 - 100 %
1.10			X	
11-20			X	
21.60	×	in the second se	4	
S1 ×100	X			
100-¥	×	,	and the state of t	_

Physical Requirements

	Novet	Occasional 1-33 %	Frequent 34 - 66 %	Constant 67 (00 %
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Steoping		X		
Creyting	X			
Luncting	*****	X		
Climbing -	X			enn mere len kultur sie sieren
Balancing -		X		
Male Contenting		X		
Vanida -		5	Barrier and the second	X
Hearing			X	
Speci	n in the state of	X	:	\$ 000 D

A Line page 2 of 3

Frequencies

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Oders		X	A company	X	R SPECIAL PROPERTY OF THE PROP
Foot Protection		X		X	

Flexions

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A Line

page 3 of 3

Maximums

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Physician's Approval:	And the state of t
Approved as described	(Signature and Date
Approved with modifications	(Signature and Date
Modifications and Comments:	
<u> </u>	
The following have been reviewed: Job Analysis Summary Videotaped Analysis Photographic Description	

This Program Developed and Protected by:



Phoenix Rehabilitation Organization, Inc. P.O. Box 724496 Atlanta, Georgia 30039

Toll Free: 1-888-445-9463

Fax: 770-319-6677

APPENDIX C

Automax Seating Corp. 211 Michigan Street Atlanta, GA 30043 1-800-555-1212

Physical Demands Analysis

Effective: 10/2/99

7.55.5.5000.00.5	A-Line Sub Assembly Operator (DOT: 806:684-010)	Page: 1:of 10;
Description:	The A-Line Sub Assembly Operator is responsible to: assembling the Operators will work at one of as many as 16 different tasks along the assemble power tools including preumatic wrenches and sciewartivers, and will oppower assist life. Operators rotate to a different station along the line each	mbly line. Operators will use a variety of natio and erate a variety of machines including fixtures and

Department: A Line

Task: Cushion Trim to Foam

- 1. Obtain Cushion Foam/Trim
- Obtain cushion foam/trim.
- from conveyor Inspect for defects
- = Essential Functions

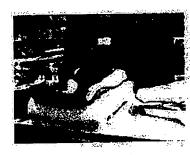


	Left Arm	Right Arm
Shoulder	slight flex	slight flex
Elbow	flex	flex
Wrist	n/a	n/a
Grip	pinch	pinch

Force	Back	Nack
3 lbs. lift	Νà	slight bend

Hand Height	Forward Reach
42*	18 "

- 2 Set Velcro
- Set velcro on foam to trim



	Left Arm	Right Ann
Shoulder	slight fler	slight flex
Elbow	slight flex	slight flex
Wrist	flex	flex
Grip	pinch	pirich

Force	Back	Neck
5 lbs. push	slight bend	slight bend

_	Hand Height	Forward Reach
	42	18.*

- 3. Roll Trim
- Roll cushion trim over cushion
- Inspect custion
 Place build tag on front of cushion



	Left Arm	Right Arm
Shoulder	slight flex	stight flex
Elbow	slight flex	slight flex
Wrist	îlex	flex
Grip	pinch	pinch

Force	Back	Neck
5 lbs. push	slight bend	slight bend

Hand Height	Forward Reach
42*	18.

Job Title:	Dakota A-Line Sub Assembly Operator	Page: 2 of 10
Description	The A-Line Sub Assembly Operator is responsible to assembling Operators will work at one of as many as 18 different tasks along the as power tools including pneumatic wrenches and screwingers; and will power assist lifts. Operators rolate to a different station along the line e	operate a variety of machines including futures and

- Task: Frame Prep / Back Stuff Department: A Line Left Arm Right Arm 1. Frame Prep Shoulder slight flex slight flex Obtain back frame flex: Elbow flex . Position in fixture Obtain lumbar cam Wrist n/a Bolt cam to frame using 2 chuck Grip pinch Back Nock-Force slight bend 11 lbs. lift slight bend Forward Reach Hand Height 12" 46 ' Left Arm Right Arm 2. Frame Prep Shoulder n/a n/a Obtain lumbar strap Seat lumbar strap flex Elbow flex slight flex slight flex tenW pinch Grip pinch Neck Back Force slight bend 1lb. lift slight bend Forward Reach Hand Height 12" 46 " 3. Frame Prep Obtain bag
 - Place over frame



	Left Am	Right Ann
Shoulder	slight flex	slight flex
Elbow	flex	flex
Wrist	slight flex	slight flex
Grip	pinch	chuck

Force	₹	Back:	- 1	N	eck
Millio Farm M	·>		5	_	اندبير
2 lbs. pull		n/a∙		sligt	it bend

Hand Height	Forward Reach
48.	12*





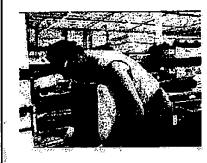
Job Title:	Dakota A-Line Sub Assembly Operator	Rage: 3:of 10.
Description:	The A Line: Sub Assembly Operator is responsible for assembling the Operators will work at one of as many as 16 different tasks along the asser power tools including prejumatic wrenches and screwdrivers, and will oppower assist life. Operators rotate to a different station along the line asci	mbly line Operators will use a variety of hand and erate a variety of machines including fixtures and

Department: A Line

Task: Frame Prep / Back Stuff

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4	٠,٠	Pla	ra T	۲ri	í'n۰

- Obtain correct back trime. Place on rollers. Press footpedal to clamp trime.



	Left Arm	Right Arm
Shoulder	slight flex	slight flex
Elbow	flex	flex
Wrist	slight flex	slight flex
Grip	pinch	pinch

Force	Back }	Neck	Sec. 25.
2 ibs. lift	bend	slight bend	

Hand Height	Forward Reach	
12 *	12*	

2. Place Foam/Frame

- Obtain back frame

- Place back frame into foam Place foam/frame into foam Press footpedal to clamp frame



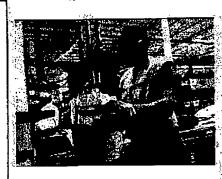
	Left Arm	Right Arm
Shoulder	flex	flex
Elbow	flex	flex
Wrist	slight flex	slight flex
Grip	pinch	pinch
- 38-17-7 ·		

Force	Back	Neck	ĺ
or received	Commence S	š	į.
12 lbs. lift	slight bend	slight bend	١.
5 2	(a) (a)		1

400	
, 14 ° β. 10 ° .	-

3. Operate Stuffer

- Press footpedal to operate stuffer
- Press footpedal to raise seat back
- Remove seat back Place on conveyor



	Left Arm	Right Arm
Shoulder	slight flex	slight flex
Elbow	flex	flex
Wrist	n/a	n/a S
Grip	pinch	pinch

Force	Back	Neck
13 lbs. lift	n/a	slight band

Hand Height	Forward Reach
46	12*